

Application

REVIEWED
By City Clerk's Office at 3:13 pm, Mar 03, 2021

Which Boards would you like to apply for?

Public Safety Reform and Oversight Commission : Submitted

Please read the following before completing an application:

The Oaks Initiative, also known as the "Taxpayer Protection Act," was adopted by Santa Monica voters in November 2000 and amended in November 2016. Its requirements affect all City-elected and appointed officials, including Council-appointed board and commission members. Additional information is available on the City's website in City Charter Article XXII – Taxpayer Protection.

All persons are invited to apply for membership on City Boards and Commissions regardless of race, age, sex, religion, marital status, national origin, ancestry, sexual preference, or disability. Applicants shall not, however, be under 18 years of age or serve on more than one Board, Commission or Corporation. Some Boards and Commissions do require special qualifications and requirements. Appointment of members will be made by Councilmembers at an open City Council meeting. Upon appointment, designated members will be required to file a Conflict of Interest disclosure statement. Please answer all questions on this application. This application will become a public record and will be available for public inspection or duplication.

[Additional Conflict of Interest Information for applicants](#)

Profile

Prefix: _____ First Name: **Shovaughn** Middle Initial: _____ Last Name: **Fisher** Suffix: _____

Email Address

Street Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Question applies to multiple boards
Reside in Santa Monica?

Yes No

Question applies to multiple boards
If yes, number of years residence in Santa Monica:

Question applies to Public Safety Reform and Oversight Commission

Are you applying for the seats reserved for those ages 18-22 years old?

Yes No

Question applies to Public Safety Reform and Oversight Commission

What is your occupation?

Director of Operations

Written Request to Serve Additional Term/s

Interests & Experience

Question applies to multiple boards

Specify current or prior service on City Boards/Commissions:

I have no prior service with the city boards/commissions.

Question applies to multiple boards

List community activities in which you are involved:

none at the moment due to COVID

Personal qualities identified in the criteria include leadership, creativity, and innovation as well as the ability to work effectively in a group setting and an ability to balance competing needs. Provide examples of how you have demonstrated those qualities:

The key attributes of those providing oversight must be credibility, integrity, fairness, pragmatism, openness, and good judgment. A great leader is someone who can make decisions while also taking into account the opinions and feelings of others. This also includes being willing and able to admit when you're wrong and course correct. In my career as Director of Operations, I feel I have consistently exemplified all of these attributes and am eager for the opportunity to utilize them on the Public Safety Reform and Oversight Commission. Within my professional career, I streamlined operations, eliminated redundancies, and maximized assets by devising and implementing processes that boost long-term business success and increased profit levels by 45%. Additionally, I revamped the hiring and training of personnel, developed a training program reducing knowledge gaps and eliminating workforce performance inefficiencies which increased morale, employee retention, and improved customer satisfaction by 75%. I created planning and agenda input for board meetings and facilitated the CEO in new business development, deployed business development, and customer retention strategies. Developed and cultivated lucrative relationships with new and existing clients with effective communication, which increased client retention by 85%. Lastly, I cultivated high-performance organizations and teams by strengthening the HR structure and aligning decision-making with strategic goals, which fostered an environment that promoted employees who were dedicated and emotionally vested in the success of the organization.

Question applies to Public Safety Reform and Oversight Commission

Please share any knowledge of or experience with law enforcement, public safety policies and issues, or social services policies and issues.

I have no direct experience with law enforcement personally. With that being said, the current public safety policies, social services policies, and issues that I am well aware of is that the bonds of trust between the BIPOC community and the police have eroded so completely that parts or all of the community cease to cooperate with the police and its crime-fighting efforts. There is usually a long history of mistrust within the BIPOC community and police. It will not be enough to simply bring greater integrity to the process of resolving citizen complaints. Restoration of trust will require wider reform, a profound cultural change over a great deal of time, and an individual, who is respected and trusted by the police and the community as a whole.

Question applies to Public Safety Reform and Oversight Commission

Why you are interested in serving on the Public Safety Reform and Oversight Commission?

I want to be part of real change in my community. This year I plan to purchase my first home in Santa Monica. As a woman of color, it is extremely important to be a part of oversight that is connected to community interests and concerns to address systemic issues and seek to create accountability within the police department for eliminating problems and abuses. Police should enjoy the support and cooperation of all the communities they serve and protect. Intelligent oversight comes into play in maintaining or reestablishing that bond that has become strained and broken. The community must carefully examine the causes of distrust between the BIPOC community and the police, and the oversight mechanism selected must be tailored to those specific causes. We owe our citizens and residents real answers – and I, along with the other committee members, intend to find them and recommend changes to make sure we're enhancing police integrity and strengthening police accountability. What I would strive to achieve is that at the end of the day both the community firebrand and the staunchest member of the police union will be able to agree, even if they cannot agree on anything else, that the decisions of the oversight body are fair and made in good faith.

Question applies to multiple boards

Participation on the board requires a significant commitment over the length of the term including attendance at approximately two scheduled meetings per month, and possibly other tasks and meetings outside of board meetings. Will you be able to commit the necessary time to perform your duties if appointed to the board?

Yes No

Question applies to multiple boards

How did you learn about the vacancy in this board or commission? (select all that apply) *

On the City's website (smgov.net or santamonica.gov)

Business Information (Public)

Occupation:

Director of Operations

Business name:

Business Address

Business Phone

[REDACTED]

Notes

ALL INFORMATION, EXCEPT PERSONAL DATA ENTERED IN THE PROFILE SECTION, IS PUBLIC AND AVAILABLE FOR VIEWING AT THE CITY CLERK'S OFFICE AND ON THE CITY'S WEB PAGE.

DISABILITY RELATED ASSISTANCE AND ALTERNATE FORMATS OF THIS DOCUMENT ARE AVAILABLE UPON REQUEST BY CALLING (310) 458-8211.

After an application has been submitted, a confirmation page will be displayed. If an email address has been provided, an email confirmation will be sent. IF A CONFIRMATION IS NOT DISPLAYED, PLEASE RESUBMIT OR CONTACT THE CITY CLERK'S OFFICE AT (310) 458-8211.